## **Recreation Fee Demonstration Program**

## **Appropriations Language**

This activity does not require appropriations language, since there is permanent authority through FY 2004 to collect the receipts and through FY 2007 to obligate.

#### **Authorizing Statutes**

The FY 1996 Omnibus Appropriations Act (P.L. 104-134, section 315, 110 Stat. 1321-200), as amended by The FY 1997 Omnibus Appropriations Act (P.L. 104-208, section 319, 110 Stat. 3009), The FY 1997 Supplemental Appropriations (P.L. 105-18, section 5001), The FY 1998 Interior Appropriations Act (P.L. 105-83, section 320 and 321), The FY 1999 Interior Appropriations Act (105-277, section 316 and 327), The FY 2000 Omnibus Appropriations Act (P.L. 106-113, section 315), The FY 2001 Department of Interior and Related Agencies Appropriations Act (P.L. 106-291), and The Department of the Interior and Related Agencies Appropriations Act, 2002 (P.L. 107-63, section 312). The Acts provide that participating stations may deposit fees to a separate account in order to increase the quality of the visitor experience and enhance the protection of resources - for repair and maintenance, interpretation, signage, habitat or facility enhancement, resource preservation, operations, fee collection, maintenance and law enforcement related to public use.

| Recreation Fee<br>Demonstration<br>Program              | 2002<br>Actual | 2003<br>Estimate | Uncontrollable<br>& Related<br>Changes (+/-) | Program<br>Changes<br>(+/-) | 2004<br>Budget<br>Request | Change<br>From<br>2003 (+/-) |
|---|----------------|------------------|--|-----------------------------|---------------------------|------------------------------|
| Entrance and User Fees<br>\$(000)<br>FTE                | 3,557<br>32    | 3,800<br>31      | -<br>-                                       | 1 1                         | 4,000<br>31               | +200                         |
| Total, Recreation Fee Demonstration Program \$(000) FTE | 3,557<br>32    | 3,800<br>31      | -  | -                           | 4,000<br>31               | +200                         |

#### 2004 Program Overview

The Recreation Fee Demonstration program was authorized by the FY 1996 Omnibus Appropriations Act, as amended, which directs that entrance and user fees be retained, with at least 80 percent returned to the specific site of collection to offset program costs and enhance visitor facilities and programs. Prior to this program, the Refuge Recreation Fee program (authorized by the Emergency Wetlands Resources Act of 1986) consisted of 65 refuges collecting \$2,200,000 per year in entrance and recreation user fees. Participating refuges continuing in the original program receive 30 percent of the funds collected. The remaining 70 percent is deposited in the Migratory Bird Conservation Account for land acquisition. The Service initiated its Recreational Fee Demonstration Program with 42 approved sites in November 1996. The FY 2004 President's budget proposes to make the Recreation Fee Demonstration program permanent.

#### 2002 Program Performance Accomplishments

By the end of FY 2002, there were 104 approved sites (103 National Wildlife Refuges and 1 National Fish Hatchery). In FY 2002, participating stations collected \$3,557,000 and obligated \$3,407,000 of their fee money on costs of collection, visitor services improvements, and deferred maintenance. Listed below

are a few examples of refuge projects specific sites accomplished using fee demonstration funds:

- Modoc NWR, California, remodeled office space to provide a small visitor center/display area. This remodel converted existing office space into a small area for interpretive displays and improved contact with refuge personnel. The refuge also replaced a disabled access hunting blind. The old hay bale blind, which was used for disabled hunters, has been replaced with a new wooden blind with an access ramp. The refuge also purchased a banner and materials for Refuge Centennial outreach.
- Buenos Aires NWR, Arizona, upgraded furnishings and completed maintenance work in the Environmental Education Center and other structures; created slide transparencies for public presentations, hunt brochures, and honorariums for leading NWR Week guided walks; purchased items for volunteers and for Centennial-promoting events; and bought new format refuge entrance signs.
- Back Bay NWR, Virginia, added roof gutters and down spouts to the Asheville Bridge Creek Environmental Education Center; supported the refuge's Youth Conservation Corps projects; funded printing of the refuge brochure and other printing costs; and helped pay for janitorial/grounds maintenance work at refuge headquarters.
- Gavins Point National Fish Hatchery, South Dakota, printed brochures, upgraded lighting, improved landscaping, and purchased light-duty maintenance equipment.

#### 2003 Performance Goal Estimates

Collection authority under the program will continue through FY 2004 with spending authority through FY 2007. Refuges not included in the program continue to generate revenue for refuge operations and land acquisition under the Emergency Wetlands Resource Act of 1986. The multi-agency Recreational Fee Demonstration Program also includes the National Park Service, Bureau of Land Management, and USDA Forest Service who continue to work together to produce legislation that will make this program permanent. The following table details the current fee programs at 103 National Wildlife Refuges and 1 National Fish Hatchery.

| Station Name                          | State | Approved Activity   |
|---------------------------------------|-------|---|
| Anahauc NWR                           | TX    | New entrance fee, modified hunt fee   |
| Aransas NWR                           | TX    | New entrance fee, provide refuge specific annual pass, modified hunt fee          |
| Arthur R. Marshall Loxahatchee<br>NWR | FL    | Modified entrance fee, refuge specific annual pass                                |
| Back Bay NWR                          | VA    | Modified entrance fee, refuge specific annual pass                                |
| Balcones Canyonlands NWR              | TX    | New hunter user fee   |
| Bald Knob NWR                         | AR    | New Quota deer hunt fee   |
| Bayou Cocodrie NWR                    | LA    | New deer hunt fee   |
| Big Branch Marsh NWR                  | LA    | Duck Hunt   |
| Big Oaks NWR                          | IN    | Entrance Fee  |
| Black Bayou Lake NWR                  | LA    | New boat launch fee   |
| Blackwater NWR                        | MD    | Modified entrance fee, refuge specific annual pass, big game hunt application fee |

| Station Name   | State | Approved Activity  |
|--|-------|--|
| Bombay Hook NWR  | DE    | Modified entrance fee, refuge specific annual pass, modify deer hunt by increasing fee   |
| Bond Swamp NWR   | GA    | New White-tailed Deer and Feral Hog Hunts  |
| Bosque del Apache NWR                                      | NM    | Modified entrance fee, refuge specific annual pass, new fee schedule, guided refuge tours  |
| Brazoria NWR   | TX    | New user fee for fishing area  |
| Buenos Aires NWR   | AZ    | New entrance fee, provide refuge specific annual pass, new user fee for interpretive tours, group tours and rental fees for environmental education building   |
| Cache River NWR  | AR    | New quota deer hunts   |
| Cat Island NWR   | LA    | Deer hunts; turkey hunts   |
| Chincoteague NWR   | VA    | Modified entrance fee, refuge specific annual pass, modify hunt fee. Off-road vehicle permits  |
| Cibola NWR   | AZ    | Waterfowl Hunt   |
| Columbia NWR   | WA    | New honor camping fee at Soda Lake, modified waterfowl hunt program by adding application fee and adding option of seasonal permit   |
| Crab Orchard NWR   | IL    | New fees for all of the following: boat launch, campgrounds, fishing tournaments. Deposit concession revenue into demonstration project (deer hunt fee, fall 1996), modified entrance fee by instituting refuge annual vehicle sticker |
| Deep Fork NWR  | ОК    | New deer hunt fee  |
| Deer Flat NWR  | ID    | New fee for special youth activities building, honor boat launch/parking   |
| Desert NWR Complex   | NV    | Entrance fees; Camping fees  |
| DeSoto NWR   | IA    | Modified entrance fee, refuge specific annual pass   |
| Dungeness NWR  | WA    | Modified entrance fee, refuge specific annual pass, new fee schedule   |
| Eastern Neck NWR   | MD    | Modified deer hunt   |
| Eastern Shore of Virginia                                  | VA    | Deer hunts; Conference facility fees   |
| Edwin B. Forsythe NWR                                      | NJ    | Modified entrance fee, refuge specific annual pass   |
| Elizabeth A. Morton NWR (Includes Long Island NWR Complex) | NY    | New self-issue entrance fee  |
| Eufaula NWR  | GA    | Modified hunt program by expanding waterfowl hunt program from one to three units and increase fee   |
| Felsenthal NWR   | AR    | Modified hunt program by increasing number of hunt days, initiate special event fee  |
| Fort Niobrara NWR  | NE    | New access fee for canoeing and tubing on the Niobrara river   |
| Gavins Point NFH   | SD    | New entrance fee for aquarium only   |

| Station Name                                 | State | Approved Activity  |
|--|-------|--|
| Great Bay NWR                                | NH    | New deer hunt fee  |
| Great Dismal Swamp NWR                       | VA    | Modified big game hunt by adding bear and archery deer hunting   |
| Great Swamp NWR                              | NJ    | Modified big game hunt to expand hunting opportunities   |
| Hatchie NWR                                  | TN    | Deer hunt  |
| Hobe Sound NWR                               | FL    | Modified entrance fee, refuge specific annual pass   |
| Holla Bend NWR                               | AR    | Modified entrance fee, refuge specific annual pass   |
| Horicon NWR                                  | WI    | Multi-purpose room fee; deer hunts at Horicon NWR and Fox River NWR.   |
| Humboldt Bay NWR                             | CA    | Modified waterfowl hunt program by adding application fee and adding option of seasonal permit   |
| Iroquois NWR                                 | NY    | Modified Waterfowl and Spring Turkey Hunts   |
| J.N. "Ding" Darling NWR                      | FL    | Modified entrance fee, refuge specific annual pass   |
| Kenai NWR                                    | AK    | Modified Campground Fees - Price Reduction for Walk-in Sites   |
| Kilauea Point NWR                            | НІ    | Establish honor entrance fee, establish annual resident refuge specific pass   |
| Klamath Basin Complex                        | CA    | New entrance fee, initiate photo blind fee, modified waterfowl hunt program by charging an application fee, add permit for pheasant hunt |
| Kodiak NWR                                   | AK    | Modified Cabin Fees - Peak Pricing Schedule  |
| Laguna Atascosa NWR                          | TX    | Modified entrance fee, refuge specific annual pass, quota archery & rifle deer and hog hunt  |
| Lake Ophelia NWR Complex                     | LA    | Modified fee programs, Hunting and Fishing   |
| Lake Woodruff NWR                            | FL    | Modified Deer and Feral Hog Hunting Seasons  |
| Little River NWR                             | ОК    | Turkey hunt; Deer hunt   |
| Lower Rio Grande Valley NWR                  | TX    | New Archery Deer Hunt  |
| Lower Suwanee NWR                            | FL    | Deer Hunt  |
| Mason Neck                                   | VA    | New entrance fee for Woodbridge unit   |
| Mattamuskeet NWR                             | NC    | Modified hunt program by increasing waterfowl hunt days and increasing fees; lodge usage fees  |
| McFaddin NWR                                 | TX    | Waterfowl Hunt   |
| Merritt Island NWR                           | FL    | Waterfowl Hunt   |
| Mid-Columbia NWR<br>(Includes: Umatilla NWR) | OR    | Modified waterfowl hunt program by adding application fee and adding option of seasonal permit   |
| Midway Atoll NWR                             | MQ    | New daily access fee   |
| Mingo NWR                                    | МО    | Modified entrance fee, refuge specific annual pass   |
| Minnesota Valley NWR                         | MN    | New meeting room fee   |

| Station Name   | State | Approved Activity  |
|--|-------|--|
| Mississippi WMD<br>(Includes: Louisiana WMD & North<br>LA Refuges)   | MS    | New deer and small game hunting fees   |
| Modoc NWR  | CA    | Modified waterfowl hunt program by adding application fee and adding option of seasonal permit |
| National Bison Range   | MT    | New fees for 2 auto tour routes, special event fees and teacher workshops                      |
| National Elk Refuge  | WY    | New fee for weekly elk hunt, as well as interpretive tours and special events.                 |
| Nisqually NWR  | WA    | Modified entrance fee, refuge specific annual pass, new fee schedule                           |
| Noxubee NWR  | MS    | Reinstatement of Waterfowl and Modified Deer Hunts   |
| Okefenokee NWR   | GA    | Modified entrance fee, refuge specific annual pass, modify canoe trail user fee, raise fee     |
| Ottawa NWR   | ОН    | New deer hunt fee  |
| Parker River NWR   | MA    | Modified entrance fee, refuge specific annual pass   |
| Pee Dee NWR  | NC    | Modified hunt program by increasing number of days and expand hunt area                        |
| Piedmont NWR   | GA    | Modified hunt program by increasing number of days   |
| Pocosin Lakes NWR  | NC    | Modified hunt program by increasing number of days   |
| Prime Hook NWR   | DE    | New fees for fishing and canoeing access. Modified deer and waterfowl hunt fee                 |
| Rachel Carson NWR  | ME    | New hunt fees  |
| Reelfoot NWRC (Reelfoot NWR,<br>Lower Hatchie NWR, Chickasaw<br>NWR) | TN    | Turkey Hunts at all three refuges; Deer Hunt at Reelfoot NWR                                   |
| Ridgefield NWR   | WA    | Modified waterfowl hunt program by adding application fee and adding option of seasonal permit |
| Sachuest Point NWR   | RI    | Evening vehicle access/Fishing permits   |
| Sacramento NWR   | CA    | New honor entrance fee program, provide refuge specific annual pass and photo blind fee        |
| San Andres NWR   | NM    | Big game hunt  |
| San Bernard NWR  | TX    | Modified waterfowl hunt program  |
| Saint Catherine Creek NWR  | MS    | New deer hunt fee  |
| Saint Marks NWR  | FL    | Modified entrance fee, refuge specific annual pass, upland and big game quota hunt             |
| Saint Vincent NWR  | FL    | Modified hunt program by increasing fee for Sambar deer hunt                                   |
| Santa Ana NWR  | TX    | New Entrance Fee   |

| Station Name   | State  | Approved Activity   |
|--|--------|---|
| Seedskadee NWR   | WY     | New fees for commercial fishing outfitters and guides, joint project with BLM   |
| Sequoyah NWR   | ОК     | New white-tailed deer hunt  |
| Shiawassee NWR   | MI     | Modified deer hunt fee, formerly managed by the State   |
| Sullys Hill National Game Preserve (Managed under Devils Lake WMD) | ND     | New entrance fee and refuge specific annual pass; special event user fee  |
| Supawna Meadows NWR  | NJ     | Modified White-tailed Deer Hunt   |
| Target Rock NWR<br>(Long Island NWR Complex)                       | NY     | Reactivate entrance fee program   |
| Tennessee NWR  | TN     | Modified hunt program by restructuring, initiated guided tour fee   |
| Tensas River NWR   | LA     | New ATV permits fee, hunt fees  |
| Trinity River NWR  | TX     | Waterfowl hunt  |
| Turnbull NWR   | WA     | Modified entrance fee, refuge specific annual pass  |
| Union Slough NWR   | IA     | New deer hunt fee   |
| Upper Mississippi River Wildlife & Fish Refuge/Savannah District   | IL     | Modified waterfowl hunt   |
| Walkill River NWR  | NJ, NY | Deer hunt; Turkey hunt; Waterfowl hunt  |
| Washita NWR  | OK     | Goose Hunt and Deer Hunt  |
| White River NWR  | AR     | Modified hunt program by increasing number of days  |
| Willapa NWR  | WA     | New honor boat launching and vehicle parking fees near headquarters. Modified waterfowl hunt program by adding application fee and adding option of seasonal permit |
| Yazoo NWR  | MS     | New entrance fee for the complex of refuges   |

### **Program Performance Summary**

The Recreation Fee Demonstration Program is not associated with one particular goal; however, funding for the program is used for visitor services and maintenance needs, including resource protection, health and safety, and costs of collection on participating refuges. Therefore, the Recreation Fee Demonstration Program directly supports the Draft DOI Recreation Goal of improving access to appropriate recreation opportunities on DOI managed or partnered lands and waters, and ensuring a quality experience and enjoyment of natural and cultural resources on DOI managed or partnered lands and waters.

#### Summary of Requirements by Object Class

(Dollar amounts in thousands)

#### Appropriation: Recreational Fee Demonstration Program

|                                      |                        |         |            | Unco         | nt. and | Pro | gram   |      |         |
|--------------------------------------|------------------------|---------|------------|--------------|---------|-----|--------|------|---------|
|                                      |                        | 2003 Pc | olicy Est. | Rel. Changes |         | Cha | inges  | 2004 | Request |
|                                      |                        | FTE     | Amount     | FTE          | Amount  | FTE | Amount | FTE  | Amount  |
| Object Class                         |                        |         |            |              |         |     |        |      |         |
| 11 Personnel com                     | pensation              |         |            |              |         |     |        |      |         |
| 11.1 Full-time perm                  | anent                  | -       | 628        | -            | -       | -   | 31     | -    | 659     |
| 11.3 Other than full                 | l-time permanent       | -       | 481        | -            | -       | -   | 22     | -    | 503     |
| 11.5 Other personn                   | nel compensation       | -       | 163        | -            | -       | -   | 7      | -    | 170     |
| Total Pers                           | onnel Compensation     | 31      | 1,272      | -            | -       | -   | 60     | 31   | 1,332   |
| Other Objects                        |                        |         |            |              |         |     |        |      |         |
| 12.1 Civilian persor                 | nnel benefits          | -       | 291        | -            | -       | -   | 13     | -    | 304     |
| 21.0 Travel & trans                  | portation of people    | -       | 110        | -            | -       | -   | 1      | -    | 111     |
| 22.0 Transportation                  | າ of things            | -       | 18         | -            | -       | -   | -      | -    | 18      |
| 23.3 Communicatio                    | ons, utilities & misc  | -       | 155        | -            | -       | -   | 3      | -    | 158     |
| 24.0 Printing and re                 | eproduction            | -       | 319        | -            | -       | -   | 6      | -    | 325     |
| 25.2 Other Service:                  | s                      | -       | 294        | -            | -       | -   | -1     | -    | 293     |
| 25.3 Purchase of g                   |                        | -       | 155        | -            | -       | -   | -3     | -    | 152     |
| from Gov't acc<br>25.4 Operation and |                        | -       | 128        | -            | -       | -   | 2      | -    | 130     |
| 25.5 Research and                    | development contracts  | -       | 1          | -            | -       | -   | -      | -    | 1       |
| 25.6 Medical care                    |                        | -       | 3          | -            | -       | -   | -      | -    | ;       |
| 25.7 Operation and                   | d maint. of equipment  | -       | 12         | -            | -       | -   | -3     | -    | Ş       |
| 25.8 Subsistence 8                   | support of persons     | -       | 4          | -            | -       | -   | -      | -    | 4       |
| 26.0 Supplies and i                  | materials              | -       | 727        | -            | -       | -   | -84    | -    | 843     |
| 31.0 Equipment                       |                        | -       | 254        | -            | -       | -   | 5      | -    | 259     |
| 32.0 Land and stru                   | ctures                 | -       | 30         | -            | -       | -   | -      | -    | 3       |
| agree ments                          | nd foreign cooperative | -       | 27         | -            | -       | -   | 1      | -    | 28      |
| 42.1 Insurance clai                  | ms                     | -       |            |              | -       | -   |        |      |         |
| Total                                | I Requirements         | 31      | 3,800      | -            | -       | _   | -      | 31   | 4,000   |

Unavailable Collections (in thousands of dollars)

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#### RECREATIONAL FEE DEMONSTRATION PROGRAM

| Unavailable Collections (in thousands of dollars)   | 2002            | 2003             | 2004             |
|---|-----------------|------------------|------------------|
| Identification code 14-5252-0-2-303   | Actual          | Estimate         | Estimate         |
| 01.99 Balance, start of year  | 0               | 0                | 0                |
| Receipts: 02.02 Receipts: Recreational Fee Demonstration Program                                      | 3,557           | 3,800            | 4,000            |
| 04.00 Total: Balances and collections   | 3,557           | 3,800            | 4,000            |
| 05.01 Appropriation, Fish and Wildlife Service,<br>Recreational Fee Demonstration Program (-)         | -3,557          | -3,800           | -4,000           |
| 07.00 Balance, end of year  | 0               | 0                | 0                |
|   |                 |                  |                  |
| Program and Financing (in thousands of dollars)   |                 |                  |                  |
| Identification code 14-5252-0-2-303   | 2002<br>Actual  | 2003<br>Estimate | 2004<br>Estimate |
| Obligations by Program Activity: 00.01 Recreational Fee Demonstration Program 10.00 Total obligations | 3,407<br>3,407  | 3,483<br>3,483   | 3,575<br>3,575   |
| Budgetary Resources Available for Obligation: 21.40 Unobligated balance available, start of year      | 3,516           | 3,795            | 4,112            |
| 22.00 New Budget authority (gross) 22.10 Resources available from recoveries of                       | 3,557<br>129    | 3,800            | 4,000            |
| prior year obligations<br>23.90 Total budgetary resources available for<br>obligation                 | 7,202           | 7,595            | 8,112            |
| 23.95 New obligations (-)<br>24.40 Unobligated balance available, end of year                         | -3,407<br>3,795 | -3,483<br>4,112  | -3,575<br>4,537  |
| New Budget Authority (gross), Detail:   |                 |                  |                  |
| Permanent authority: Appropriations:  |                 |                  |                  |

| New Budget Authority (gross), Detail:          |       |       |       |
|--|-------|-------|-------|
| Permanent authority: Appropriations:           |       |       |       |
| 60.00 Appropriation (special fund, indefinite) | 3,557 | 3,800 | 4,000 |
| 70.00 Total new B.A. (gross)                   | 3,557 | 3,800 | 4,000 |

| Change in Unpaid Obligations:               |        |        |        |
|---|--------|--------|--------|
| Unpaid obligations, start of year:          |        |        |        |
| 72.40 Obligated balance, start of year      | 791    | 715    | 447    |
| 73.10 New obligations                       | 3,407  | 3,483  | 3,575  |
| 73.20 Total outlays, gross (-)              | -3,354 | -3,751 | -3,960 |
| 73.45 Adjustments in unexpired accounts (-) | -129   | 0      | 0      |
| Unpaid obligations, end of year:            |        |        |        |
| 74.40 Obligated balance, end of year        | 715    | 447    | 62     |

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| Outlays, (gross) Detail:                   |       |       |       |
|--|-------|-------|-------|
| 86.97 Outlays from new permanent authority | 2,846 | 3,040 | 3,200 |
| 86.98 Outlays from permanent balances      | 508   | 711   | 760   |
| 87.00 Total outlays (gross)                | 3,354 | 3,751 | 3,960 |
| Net Budget Authority and Outlays           |       |       |       |
| 89.00 Budget authority                     | 3,557 | 3,800 | 4,000 |
| 90.00 Outlays                              | 3,354 | 3,751 | 3,960 |

| Identification code 14-5252-0-2-303  Direct Obligations:    | 2002<br>Actual | 2003<br>Estimate | 2004     |
|---|----------------|------------------|----------|
|   | Actual         | Louinate         | Estimate |
|   |                |                  | Lotinato |
| 11.1 Full-time permanent                                    | 599            | 628              | 659      |
| 11.3 Other than full-time permanent                         | 460            | 481              | 503      |
| 11.5 Other personnel compensation                           | 156            | 163              | 170      |
| 11.8 Special personnel services payments                    | 13             |                  |          |
| 11.9 Total personnel compensation                           | 1,228          | 1,272            | 1,332    |
| ·   |                |                  |          |
| 12.1 Civilian personnel benefits                            | 278            | 291              | 304      |
| 21.0 Travel and transportation of persons                   | 109            | 110              | 111      |
| 22.0 Transportation of things                               | 18             | 18               | 18       |
| 23.3 Communications, utilities, and misc. charges           | 152            | 155              | 158      |
| 24.0 Printing and reproduction                              | 313            | 319              | 325      |
| 25.2 Other services   | 295            | 294              | 293      |
| 25.3 Purchases of goods and services from Gov't<br>Accounts | 158            | 155              | 152      |
| 25.4 Operation and maintenance of facilities                | 126            | 128              | 130      |
| 25.5 Research and development contracts                     | 1              | 1                | 1        |
| 25.6 Medical care   | 3              | 3                | 3        |
| 25.7 Operation and maintenance of equipment                 | 15             | 12               | 9        |
| 25.8 Subsistence and support of persons                     | 4              | 4                | 4        |
| 26.0 Supplies and materials                                 | 402            | 410              | 418      |
| 31.0 Equipment  | 249            | 254              | 259      |
| 32.0 Land and structures                                    | 30             | 30               | 30       |
| 41.1 Local, state, and foreign cooperative agreements       | 26             | 27               | 28       |
| 42.1 Insurance claims                                       | 0              | 0                | 0        |
| 99.9 Total obligations                                      | 3,407          | 3,483            | 3,575    |

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#### RECREATIONAL FEE DEMONSTRATION PROGRAM

| Object classification (in thousands of dollars) |                |                  |                  |
|---|----------------|------------------|------------------|
| Identification code 14-5252-0-2-303             | 2002<br>Actual | 2003<br>Estimate | 2004<br>Estimate |
| Personnel Summary                               |                |                  |                  |
| <u>Direct:</u>                                  |                |                  |                  |
| Total compensable workyears:                    |                |                  |                  |
| 1001 Full-time equivalent employment            | 32             | 31               | 31               |
| Average salary per FTE                          | 38,375         | 41,032           | 42,968           |
|   |                |                  |                  |